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2 BILL NO. S-96-07-*09 (as amended)*  
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6 SPECIAL ORDINANCE NO. S-49-96  
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AN ORDINANCE fixing the salaries of  
all members of the Division of Public Safety  
of the City of Fort Wayne, Indiana  
for the year 1997.

WHEREAS, the Mayor and the Common Council of the City of Fort Wayne, Indiana have, according to the powers outlined in IC 36-8-3-3-(d), assigned to all members of the Police and Fire Departments of the City of Fort Wayne a Labor Grade under the City Classification System established by Ordinance No. S-34-73 as subsequently modified and improved, which grades should accurately reflect the duties and responsibilities of said employees, and

WHEREAS, the Mayor of the City of Fort Wayne has recommended a maximum salary level for each labor grade in a systematic way, and

WHEREAS, the Common Council must assure that salaries reflect the duties and responsibilities assigned to each employee, and to be certain that such salaries are fair and equitable, and

WHEREAS, the funds of such salaries are to be provided by the 1997 City Budget operating funds and other sources as may be specified by the Common Council.

NOW, THEREFORE, BE IT ORDAINED BY THE COMMON COUNCIL OF THE CITY OF FORT WAYNE, INDIANA:

SECTION 1. That all members of the Police and Fire Departments of the City of Fort Wayne, shall be classified by the departments, titles and labor grades herein designated, and that no changes be made in any labor grade without the specific approval of the Common Council except for those brought about by collective bargaining with authorized representatives of City employees in accordance with the existing collective bargaining agreements.

SECTION 2. That the following scale of Minimum, **Median** and Maximum Salaries is hereby fixed and authorized as a scale for approved labor grades. It shall be the City's policy that no employee shall be paid below the minimum and the maximum will not be exceeded, except for approved shift differentials, approved longevity pay, approved overtime pay, approved technical skill pay, approved educational bonus or approved clothing allowance.

A. That the following fringe benefits are hereby approved for the year **1997** for the employees in the Fire Command:

FIRE COMMAND APPROVED SUPPLEMENTAL FRINGE BENEFITS

- Hazardous Duty/Technical Pay	\$ 750/yr
- Educational Bonus	250/yr
(Associate Degree or higher - Fire Science Technology)	
- Clothing Allowance	\$1,500/yr
- That all Fire Command shall have the same longevity, disability, survivors benefits, retirement health insurance benefits, sick leave, personal leave, holiday leave, bereavement pay and vacation leave rights as provided to members of the Fire Department covered by a collective bargaining agreement.	

B. That the following fringe benefits are hereby approved for the year **1997** for the employees in the Police Command:

POLICE COMMAND APPROVED SUPPLEMENTAL FRINGE BENEFITS

- Educational Bonus	
- Associate's Degree	\$ 450/yr
- Bachelor's Degree	900/yr
- Master's Degree	1,350/yr
- Clothing Allowance	1,500/yr

C. That all Police Command shall be eligible for any additional benefits afforded the Fraternal Order of Police.

2                   SEE EXHIBIT "A" ATTACHED HERETO AND MADE A

3                   PART HEREOF IN ITS ENTIRETY

4                   This scale, as reflected on Exhibit "A", is an attempt to maintain an orderly, consistent and competitive  
5                   pay policy and is based upon the application of results of salary surveys. Actual adjustments in  
6                   salaries within amounts fixed herein by Council will result from 1) any general increase to be specified  
7                   subsequent to adoption of this Ordinance, and/or 2) any adjustment to the base pay for an individual's  
8                   labor grade, and/or 3) progression to a level specified in an approved collective bargaining agreement  
9                   between the City of Fort Wayne and a recognized representative organization.

10                  SECTION 3.    The following is a true and complete listing of all members of the  
11                  Police and Fire Departments of the City of Fort Wayne salaried non-bargaining unit positions by  
12                  Department, Position Title, and Labor Grade. It does not include those positions which are specified  
13                  as part of a bargaining unit having a written economic agreement with the City negotiated by the City  
14                  Attorney and approved by Common Council.

	<u>LABOR GRADE</u>	<u>TITLE</u>
16	<u>POLICE CIVILIANS</u>	
17	14	Director, Victim's Asst.
18	12	Records Bureau Manager/Civilian
19	12	<b>Civilian Coordinator/Crime Stoppers</b>
20	12	<b>Director of Police Athletic League (PAL)</b>
21	12	Office of Citizen Complaint/Citizen Contact Officer
23	12	<b>Crime Lab Technician</b>
24	11	Records Bureau Supervisor/Civilian
25	11	Supervisor of Property Room Operations
26	11	Drug House <b>Ordinance</b> Coordinator

1	11	Administrative Assistant
2	11	<del>Public Information Officer</del>
3	11	<del>Systems Specialist</del>
4	10	Sr. Crime Analyst
5	10	Lab Technician
6	10	<b>Crime Scene Technician</b>
7	9	Records Bureau Technician
8	9	Civilian Property/Evidence Specialist
9	9	Child Safety Educator
10	9	Executive Secretary IX
11	8	Executive Secretary VIII
12	8	Crime Analyst
13	<u>POLICE COMMAND</u>	
14	17	Chief of Police
15	16	Assistant Chief
16	15	Deputy Chief
17	14	Captain
18	<u>FIRE CIVILIANS</u>	
19	13	Administrative Assistant
20	8	Executive Secretary VIII
21	<u>FIRE COMMAND</u>	
22	17	Fire Chief
23	15	Assistant Chief

24 SECTION 4.

25 Police and Fire employees, as indicated herein, participate in

26 Collective Bargaining with the City for economic conditions. Pursuant to State Statute such economic  
27 conditions must be approved by the Common Council. Such economic conditions include, but are not  
28 limited to, base pay and monetary fringe benefits. These matters will be negotiated by and between

1                   **PAGE 5**

2                   the City and the appropriate bargaining unit for the year **1997**. Upon conclusion of such negotiations,  
3                   the appropriate Ordinances shall be submitted to the Common Council for approval.

4                   Employees covered by recognized bargaining unit representatives (Unions) will receive a  
5                   salary established by the Collective Bargaining process as long as this pay does not exceed the table  
6                   of maximum salaries authorized in Section 2, above.

7                   SECTION 5.           In addition to the compensation for positions listed herein, the  
8                   City shall contribute 3% of employees' salary to the Public Employees Retirement Fund (PERF) except  
9                   for those positions which are commonly referred to as Police and Fire Command.

10                  SECTION 6.           From and after the first day of January **1997**, all members of  
11                  the Police and Fire Departments of the City of Fort Wayne will be paid according to this, the above and  
12                  following provisions of this ordinance, subject to budgetary limitations, collective bargaining  
13                  agreements, future changes or amendments enacted by Common Council.

14                  SECTION 7.           That civilian employees in the Police and Fire Departments  
15                  subject to this Ordinance will conform to the Official City Human Resources Policies and Procedures  
16                  relating to hiring, pay, and other related practices, approved by the Mayor and administered by the  
17                  City's Human Resources Department.

18                  SECTION 8.           If any section, clause, sentence, paragraph or part or  
19                  provisions of this Ordinance be found invalid or void by a court of competent jurisdiction, it shall be  
20                  conclusively presumed that this Ordinance would have passed by the Common Council without such  
21                  invalid section, clauses, paragraph, part or provisions, and the remaining parts of the Ordinance will  
22                  remain in effect.

23                  SECTION 9.           The Municipal Code of the City of Fort Wayne references, in  
24                  codification form, salary ordinances previously adopted by the City Council for past years. Such salary  
25                  ordinances have a duration of one year and thus, with the exception of the 1992 salary ordinance,

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have expired. However, to avoid confusion, it is hereby stated that commencing January 1, **1997**, any conflict between the terms and conditions hereof and any previous ordinance shall be resolved in favor of this ordinance.

SECTION 10. Two copies of all attachments and Exhibits referred to in this  
Ordinance shall be kept on file with the City Clerk of Fort Wayne for the purpose of public inspection.

SECTION 11. This Ordinance shall be in full force and effect from and after its passage and approval by the Mayor.

APPROVED AS TO FORM  
AND LEGALITY

### Council Member

**AMENDMENT:**

Motion to delete new positions from ordinance and to be introduced as an amendment to S-96-07-09 at the regular salary introduction time:

Introduction	
1. Crime Lab Technician	Labor Grade 12
2. Public Information Officer	Labor Grade 11
3. Systems Specialist	Labor Grade 11
4. Crime Scene Technician	Labor Grade 10

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2 EXHIBIT "A"

## 3 NEW SALARY RANGES - FOR 1997

4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	
	LABOR GRADE																			
	1																			
		\$11,981																		
	2		13,478																	
			6,405																	
	3		14,976																	
			18,227																	
	4		16,475																	
			20,053																	
	5		17,971																	
			21,874																	
	6		19,470																	
			23,697																	
	7		20,967																	
			25,520																	
	8		22,463																	
			27,342																	
	9		23,921																	
			29,145																	
	10		25,459																	
			30,988																	
	11		26,957																	
			32,810																	
	12		28,456																	
			34,956																	
	13		29,953																	
			36,458																	
	14		31,449																	
			38,277																	
	15		32,948																	
			40,101																	
	16		36,339																	
			4,228																	
	17		40,424																	
			49,209																	
	18		44,868																	
			54,610																	
	19		53,129																	
			63,954																	
			74,779																	

(SALARY RANGE INCREASES ARE BASED ON A 2% ACROSS THE BOARD INCREASE.)

Read the first time in full and on motion by \_\_\_\_\_, and duly adopted, read the second time by title and referred to the Committee on \_\_\_\_\_ (and the City Plan Commission for recommendation) and Public Hearing to be held after due legal notice, at the Common Council Council Conference Room 128, City-County Building, Fort Wayne, Indiana, on \_\_\_\_\_, 19\_\_\_\_\_, at \_\_\_\_\_ day of \_\_\_\_\_ o'clock M., E.S.T.

DATED: \_\_\_\_\_

SANDRA E. KENNEDY, CITY CLERK

Read the third time in full and on motion by \_\_\_\_\_, and duly adopted, placed on its passage. PASSED *Crawford* ~~100%~~ by the following vote:

	AYES	NAYS	ABSTAINED	ABSENT
TOTAL VOTES	8	0	1	0
BENDER			✓	
CRAWFORD	✓			
EDMONDS	✓			
HALL	✓			
HAYHURST	✓			
HENRY	✓			
LUNSEY	✓			
RAVINE	✓			
SCHMIDT	✓			

DATED: 7-23-96

SANDRA E. KENNEDY, CITY CLERK

Passed and adopted by the Common Council of the City of Fort Wayne, Indiana, as (ANNEXATION) (APPROPRIATION) (GENERAL)  
 (SPECIAL) (ZONING) ORDINANCE RESOLUTION NO. S-49-96  
 on the 23rd day of July, 1996

ATTEST:

(SEAL)

SANDRA E. KENNEDY, CITY CLERK

PRESIDING OFFICER

Presented by me to the Mayor of the City of Fort Wayne, Indiana, on the 24th day of July, 1996, at the hour of 11:00 o'clock M., E.S.T.

SANDRA E. KENNEDY, CITY CLERK

Approved and signed by me this 24th day of July, 1996, at the hour of 11:15 o'clock A.M., E.S.T.

PAUL HEIMKE, MAYOR

DIGEST SHEET

TITLE OF ORDINANCE 1997 PUBLIC SAFETY SALARY ORDINANCE

DEPARTMENT REQUESTING ORDINANCE HUMAN RESOURCES

SYNOPSIS OF ORDINANCE Fixes fringe benefits, labor grades and salary ranges for Police Command, Police Civilian, Fire Command and Fire Civilian employees for the year 1997.

NEW POSITIONS: Delete:

CRIME LAB TECHNICIAN - LABOR GRADE 12

PUBLIC INFORMATION OFFICER - LABOR GRADE 11

SYSTEMS SPECIALIST - LABOR GRADE 11

CRIME SCENE TECHNICIAN - LABOR GRADE 10

TITLE CHANGES:

FROM: \_\_\_\_\_ TO: \_\_\_\_\_

\* COMMUNITY SERVICE OFFICER/ DIRECTOR OF POLICE ATHLETIC

POLICE ATHLETIC LEAGUE LEAGUE

\* COMMUNITY SERVICE OFFICER/ CIVILIAN COORDINATOR/CRIME

CRIME STOPPERS STOPPERS

\* DRUG HOUSE COORDINATOR DRUG HOUSE ORDINANCE

COORDINATOR

EFFECT OF PASSAGE Approve title changes listed and salary range increase of 2.0 percent above 1997 ranges.

EFFECT OF NON-PASSAGE Labor grades and salary ranges remain at 1996 levels.



# The City of Fort Wayne

Paul Helmke, Mayor

## Memorandum

To: MEMBERS OF COMMON COUNCIL  
From: PAYNE D. BROWN, DIRECTOR, PUBLIC SAFETY/HUMAN RESOURCES  
Date: July 17, 1996  
Re: 1997 PUBLIC SAFETY SALARY ORDINANCE

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On Tuesday, July 23, 1996, the 1997 Public Safety Salary Ordinance will be presented to you for introduction. I.C. 36-8-3-3 requires the ordinance establishing salaries for members of the police and fire departments be set by August 2<sup>nd</sup>. Therefore, it will be necessary to suspend the rules for passage of this ordinance on July 23<sup>rd</sup>.

Recommended changes to the 1997 Public Safety Salary Ordinance are as follows:

<u>PAGE</u>	<u>CHANGES</u>
<u>POLICE</u>	
3	Change title Community Service Officer/Crime Stoppers to Civilian Coordinator/Crime Stoppers. Labor Grade Remains the same.
3	Change title Community Service Officer/Police Athletic League to Director of Police Athletic League (PAL). Labor Grade remains the same.
3	Change title Drug House Coordinator to Drug House Ordinance Coordinator. Labor Grade remains the same.

### NEW JOB TITLES/POLICE

3	Crime Lab Technician	Labor Grade 12
4	Public Information Officer	<u>Labor Grade 11</u>

*3 Delete*

4-	Systems Specialist	Labor Grade 11
4-	Crime Scene Technician	Labor Grade 10

*delete -*

FIRE

2      Delete - 25 year Longevity Bonus - \$1,000/yr listed under  
"FIRE COMMAND APPROVED SUPPLEMENTAL FRINGE  
BENEFITS " Longevity is included in last paragraph in this  
section.

If you have any questions concerning these changes, please do not hesitate to give me a call.

BILL NO. S-96-07-09 (as amended)

REPORT OF THE COMMITTEE ON  
FINANCE  
THOMAS C. HENRY - JOHN N. CRAWFORD - CO-CHAIR  
ALL COUNCIL MEMBERS

WE, YOUR COMMITTEE ON FINANCE TO WHOM WAS

REFERRED AN (ORDINANCE) XXXXXXXXXXXX (RESOLUTION) fixing the salaries of all  
members of the Division of Public Safety of the City of Fort Wayne, Indiana  
for the year 1997

HAVE HAD SAID (ORDINANCE) (RESOLUTION) UNDER CONSIDERATION  
AND BEG LEAVE TO REPORT BACK TO THE COMMON COUNCIL THAT SAID  
(ORDINANCE) (RESOLUTION)

DO PASS

DO NOT PASS

ABSTAIN

NO REC

John W. Cappay  
David S. Baker  
Mike Kennedy  
DS Schmitz

\_\_\_\_\_

Martin D. Bender  
\_\_\_\_\_

\_\_\_\_\_

John S. Den  
Clinton R. Edmonds

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

DATED: 7-23-96.

Sandra E. Kennedy  
City Clerk

Amendment to S-96-07-09

Motion to delete new positions from  
ordinance and to be introduced as  
an amendment to S-96-07-09 at  
regular salary intro time.

1. Crime Lab Tech
2. D10 Office
3. System Spec.
4. Crime Scene Tech

Lab Tech  
plus 1 - 46-12

D10  
free flow of info -  
only police activities

System Spec.

New positions to  
delete from  
Ord. -  
to be introduced  
at reg salary time

SUSPENSION OF RULES

BILL NO. S-96-07-09

COUNCILMEMBER CRAWFORD, MOVED TO SUSPEND THE RULES  
FOR THE PASSAGE OF BILL NO. S-96-07-09, AT THE COMMON COUNCIL

MEETING OF THE CITY OF FORT WAYNE, INDIANA, HELD ON THE 23rd,

DAY OF JULY, 1996, SAID MOTION WAS SECONDED BY

COUNCILMEMBER Henry, AND DULY PASSED BY UNANIMOUS<sup>2/3</sup>

VOTE OF ALL LEGALLY ELECTED MEMBERS OF THE COMMON COUNCIL. THE ABOVE

BILL NO. S-96-07-09 WAS THEN PLACED ON PASSAGE.

DATED: 7-23-96

Sandra E. Kennedy  
SANDRA E. KENNEDY, CITY CLERK

Q. Schmidt  
PRESIDING OFFICER

	AYES	NAYS	ABSTAINED	ABSENT
<u>TOTAL VOTES</u>	<u>8</u>		<u>1</u>	
<u>BENDER</u>				<u>Martha B. C.</u>
<u>CRAWFORD</u>	<u>W. N. Clegg</u>			
<u>EDMONDS</u>	<u>Clotus R. Edmonds</u>			
<u>HALL</u>	<u>DeeDee Hall</u>			
<u>HAYHURST</u>	<u>Thomas Hayhurst</u>			
<u>HENRY</u>	<u>Henry</u>			
<u>LUNSEY</u>	<u>John Lunsey</u>			
<u>RAVINE</u>	<u>Alcey Ravine</u>			
<u>SCHMIDT</u>	<u>Q. Schmidt</u>			

PASSED AND ADOPTED BY THE COMMON COUNCIL OF THE CITY OF FORT WAYNE, INDIANA

ON 7-23-96, BILL NO. S-96-07-09,

ATTEST

(SEAL)

DATED: 7-23-96

Sandra E. Kennedy  
SANDRA E. KENNEDY, CITY CLERK